

KAAK-FM-KXGF-AM/ -KQDI-FM- KINX-FM/ KIKF-FM- KQDI-AM

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KAAK-FM, KXGF-AM, KQDI-FM, KINX-FM, and KIKF-FM, KQDI-AM

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **December 1, 2003** to and including **November 30, 2004** (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1

Annual EEO Public File Report Form

Covering the Period from **December 1, 2003** to **November 30, 2004**

Station(s) Comprising Station Employment Unit: KAAK-FM, KXGF-AM,
KQDI-FM, KINX-FM, KIKF-FM, KQDI-AM

POSTIONS/JOB TITLE	RECRUITMENT SOURCE	Total Intvwd	DATE HIRED
KAAK ACCOUNT EXECUTIVE	Radio Advertisement	6	1/19/2004
KAAK ACCOUNT EXECUTIVE	Radio Advertisement	6	1/19/2004
KAAK ACCOUNT EXECUTIVE	Job Service	7	3/22/2004
KAAK ACCOUNT EXECUTIVE	Radio Advertisement –K-99	7	3/29/2004
TRAFFIC ASSISTANT	In House Posting	8	6/14/2004
KAAK ACCOUNT EXECUTIVE	Radio Advertisement- K-99	8	7/1/2004
KAAK ACCOUNT EXECUTIVE	Job Service	8	9/27/2004
KQDI ACCOUNT EXECUTIVE	Employee Referral /Anna Palagi	5	4/22/2004
KIKF- SALES MANAGER	G. F Tribune	2	3/15/2004
KIKF- ACCOUNT EXECUTIVE	Employee Referral /T.J. Lee	2	5/17/2004
KIKF ACCOUNT EXECUTIVE	Employee Referral/Linda Cushingham	2	6/21/2004
KIKF ACCOUNT EXECUTIVE	Radio Advertisement	8	9/1/2004
ENGINEER	Internet - Fisher Broadcasting Website	8	10/21/04
TOTAL INTERVIEWED FOR PERIOD- 12/01/03-11/30/04		77	

Appendix 2

Annual EEO Public File Report

Covering the Period from **December 1, 2003 To November 30 , 2004**

Station(s) Comprising Station Employment Unit: KAAK-FM, KXGF-AM, KQDI-FM,
KINX-FM, KIKF- FM, KQDI- AM

Appendix- 2 Section 2 Recruitment Source Information

Recruitment Source name telephone, contact	Total Number	
	Interviewees (during period)	Which positions for which source was utilized
Great Falls Tribune- Craig Cook 791-1420 205 River Drive South Great Falls, MT 59401	10	12
Great Falls Job Service -Betty Peterson -791-5800 1018 7th Street South Great Falls, MT 59405	11	13
M.S.U College of Technology- Mary Orham 771-4300 Courtney Peterson- 2100 16th Avenue So. Great Falls, MT 59405	0	13
University of Great Falls - Twila Croft 791-5308 1301 20th Street South Great Falls, MT 59405	0	13
Stone Child College- Tracy Broncho 395-4313 Box 1082 Rural Rte #1 Box Elder MT 59521	0	13
YWCA- Lynn 452-1315 220 2nd Street North Great Falls, MT 59401	0	13
Opportunities Inc. - Kurt Campbell 761-0310 905 1st Avenue North Great Falls, MT 59401	0	13
Fisher Radio Stations - Webmaster- Sally Tucker 1300 Central Avenue West Great Falls, MT 59404	Website 9	13

Fisher Radio Stations- Great Falls- Terry Strickland		
1300 Central Avenue West	Radio ads	
Great Falls, MT 59404	33	12
Fisher Radio Regional Group Stations	In house post	13
Missoula, Great Falls, Butte, Billings, Wenatchee	13	
Corp Offices		
N. 1212 Washington #307		
Spokane WA 99201		
Helena Vo Tech Center- Tony Williams		
1115 North Roberts	0	1
Helena MT 59601		
Helena Independent Record -Bev Allison		
317 Cruse Avenue	0	0
Helena, MT 59604		
Carrol College - Lucia Flynn		
1601 North Benton Avenue		
Helena MT 59601	0	1
MT United Indian Assoc.		
618 Helena Avenue		
Helena MT 59601	0	1
Society of Broadcast Engineers JOBLINE		
kjones@sbe.org	1	1
	0	
	77	

* Indicates sources that have requested notification

Appendix 3

Annual EEO Public File Report

Covering the Period from **December 1, 2003** to **November 30, 2004**.

Station(s) Comprising Station Employment Unit: KAAK-FM, KXGF-AM, KQDI-FM
KINX-FM, KIKF-FM, and KQDI-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KAAK-FM, KXGF-AM, KQDI-FM, KINX-FM, KIKF-FM and KQDI-AM

Menu Item #7- 2/04-8/04 Participated in the Montana Broadcasters Association Statewide outreach Scholarship program directed at students wishing to pursue a career in broadcasting. Ran 486 radio announcements from February 2004 until August 2004 encouraging students interested in a career in broadcasting to contact the station. Fisher Radio Regional Group Inc, partially funded the scholarship and participated in the review and selection of scholarship applicants.

Menu Item #8 April 13, 2004 – June 22, 2004- September 1, 2004 : Personal Best Life Skills Development Training. Larry Roberts CEO of Fisher Radio Regional Group Inc, conducted 3 ongoing programs to develop personal and professional development. “Personal Best” is a key part of Fisher Radio Regional Group’s commitment to employee self-management and professional growth.

Menu Item #16 –January 15, 2004- Kim Lander, Sales Manager of KAAK-FM, KXGF-AM, represented Fisher Radio-Great Falls at a Leadership Great Falls seminar for Young Business Leaders hosted by the Great Falls Chamber of Commerce. Ms. Lander presented information on the local media market and the various components of radio advertising from sales, traffic and production.

Menu Item #16 - May 12-13, 2004 – Continued our partnership with Fairfield High School in the Job Shadowing program aimed at students interested in computer applications, broadcasting, and the music industry. 4 students from Fairfield High School spend 2 half-days job shadowing Tammie Toren- Program Director of KAAK-FM and Dave France-Program Director of KQDI-FM.

